



Delaware Air National Guard

Active Guard Reserve (AGR)

Position Vacancy Announcement

Corrected Copy – 14 May 16

SECTION I: Administrative

Authority: Title 32 USC 502(f), ANGI 36-101

Position Title: Cyber Operations Specialist	Position Number: 06-AF-16	Open Date: 7 April 2016	Close Date: 22 May 2016
Required AFSC: 17S	UMD Positon Number: 0875708	Minimum Grade: 2d Lt/O1 Maximum Grade: Maj/O4	
HRO Point of Contact		Duty Location	
Email: NG.DE.DEARNG.MBX.HRO-AGR@MAIL.MIL Telephone: (302) 326-7806 or (302) 326-7807 Facsimile: (302) 326-7119		Delaware Air National Guard 166 th Network Warfare Squadron New Castle, Delaware 19720	

ZONE OF CONSIDERATION

Zone 1	Restricted Statewide (On-Board DANG Active Guard Reserve (AGR) Airmen Only)
Zone 2	Unrestricted Statewide (DANG AGR & Traditional Airmen)
X Zone 3	Nationwide (Airmen eligible to become a member of the DANG)

DUTIES AND RESPONSIBILITIES

The purpose of this position is to serve as a Cyber Operations (CO) team member, ensuring the confidentiality, integrity, and availability of information systems, networks and data through the enhancement of Department of Defense (DoD) information systems security programs, policies, procedures and tools.

Consults with supervisors, Drill Status Guardsmen, specialists, vendors, and sister Cyberspace Operations Squadrons to procure and maintain training range devices and software that realistically emulate mission networks which are flexibly re-configurable to emulate as needed to prepare for Cyber Protection and Industrial Control System defense missions. Assists with oversight and maintenance of the squadron's digital offline training environment. This position is located in a Cyberspace Operations Squadron.

MINIMUM QUALIFICATION REQUIREMENTS

- Individuals must meet Physical Fitness Standards. Applicants must provide a printed copy of the electronic Air Force Fitness Assessment Results dated within the past 12 months of application close date, reference AFI 36-2905.
- Air National Guard members must meet the physical qualifications outlined in AFI48-123. Medical exams must be conducted not more than 12 months prior to entry on AGR duty.
- Must meet any Special Requirements as specified on Position Description.
- Failure to maintain the appropriate security clearance level will result in removal from the AGR program.
- Selected individual must extend/re-enlist for a period equal to or greater than initial tour end date.
- You must be in a military status to apply for an AGR position.
- Enlisted applicant's military grade cannot exceed the maximum military grade authorized. Over grade enlisted applicant must indicate, in writing, the willingness to be administratively reduced in grade when assigned to the position. Officers may not enter into the AGR program in an over grade status.
- IAW ANGI 36-101, paragraph 5.7, an individual must not have been previously separated for cause from active duty or previous Reserve Component AGR tour.
- IAW ANGI 36-101, paragraph 5.10, applicants should be able to complete 20 years of active federal service (AFS) prior to Mandatory Separation Date (MSD). Individuals selected that cannot attain 20 years of AFS prior to reaching mandatory separation must complete a Statement of Understanding contained in Attachment 3 of ANGI 36-101.
- IAW ANGI 36-101, paragraph 6.6.1., members should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement to 18 months when in the best interest of the unit, State, or National Guard.
- Candidates will be evaluated on the basis of their education, experience, training, and performance. Consideration will be based on available information contained in the individual's application.
- IAW ANGI36-101, paragraph 4.1.6.3, applicants for E-8 positions must have the ability to complete the Senior Noncommissioned Officer Academy within 36 months of assignment.
- **This is a commissioning opportunity** – Enlisted personnel applying for this positions must be eligible for commissioning upon application submission. Assignment to the AGR tour will not become effective until the individual receives a commission in the ANG.
- **MUST BE ABLE TO OBTAIN/MAINTAIN APPROPRIATE CREDENTIALS/BADGES AND CLEARANCES (TS/SCI W/ POLY) THAT OUR SUPPORTED AGENCIES REQUIRE FOR ACCESS TO FACILITIES AND SYSTEMS.**



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APPLICATION REQUIREMENTS

At a minimum, the following forms and documents will be required from all applicants:

- **DENG AGR (Air) Applicant Worksheet.**
- **NGB Form 34-1** (Application for Active Guard/Reserve (AGR) Position).
- **DENG Point of Contact Form.**
- Copy of **state and military driver's license.**
- Current **Report of Individual Personnel (RIP)**: Obtained from Virtual Military Personnel Flight (vMPF) or the Force Support Squadron (FSS). Must show ASVAB Test Scores and awarded AFSC(s).
- **AF Form 422 or AF Form 469** - Physical Profile Report. Must be obtained from Medical Group. Must be dated within the last 12 months. All applicants **MUST** submit either one of these forms. Must show PULHES.
- **DD Form 214/215**- all copies ever received and any other official documentation to verify all Active/Reserve/National Guard service. The DD Form 214 must be the copy which includes the bottom portion of the document indicating the reason for Release from Active Duty (REFRAD) and the RE (reenlistment) code.
- **Resume** and/or statement of civilian/military experience/education may be submitted with your packet. Ensure to focus on official military training when the standards were exceeded and explain any particular item the board may question.
- **Performance Reports**- Applicants must include last 5 received EPRs/OPRs to include current. Any packets not containing the last 5 received EPRs/OPRs must include IAW AFI36-2406 para. 1.2.2.2 the following forms to justify all absences/overlaps or gaps. AF Form 77(LOE)/AF Form 475(TR) whichever is applicable to your situation. A Memorandum for Record (MFR) must be submitted if you do not have the listed AF Forms. All gaps/absences/overlaps must be explained.
- **Air Force Fitness Management System (AFFMS)** – Current passing (test within last 12 months) official printout from AFFMS database showing a score of 75 or higher.
- **Letters of Recommendation** (optional) signed by a SMSgt/CMSgt/Lt Col or above.

IMPORTANT NOTES REGARDING THE COMPLETION AND SUBMISSION OF YOUR APPLICATION

- Blank forms can be located on the Delaware National Guard Website ([DNG Website](#)). The forms are located under the quick links tab which is at the bottom of the Full-Time Opportunities webpage for the Delaware National Guard.
- Applications must be typed or printed in legible dark ink, signed and dated. Incomplete application packages (i.e. failure to explain "yes" answers in Section IV on the NGB 34-1) will not be processed for board consideration.
- Applications will be submitted to NG.DE.DEARNG.MBX.HRO-AGR@MAIL.MIL as one (1) attachment.
- Failure to follow the instructions in this announcement will result in packet disqualification.
- Any falsification of the eligibility requirements will result in immediate release from the AGR Program.
- Records of applicants will be screened by the HRO - AGR Management Section prior to submission to the selection panel.
- Applicants who do not meet eligibility requirements and whose names are not submitted to the selection panel will be notified of their non-selection within 30 days of final selection.
- Individuals selected for positions should not quit their current job or enter into any contractual agreements with lending institutions, etc. until AGR orders have been published by the HRO-AG office.

SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

*** Must be able to certify IAW DOD 8570.01-M, Federal Information Security Management Act of 2002, Clinger Cohen Act of 1996 and current AF directives.

*** Minimum requirements are specified in the most recent 8570 PD template on the A3CC Page of the GKO Portal at <https://gkoportal.ng.mil/ang/A3/A3C/A3CC/Cyber%200ps%20Templates/Forms/Allitems.aspx>

*** Must be available other than normal duty hours to include weekends to support exercises/crisis planning. TDY may be required.

LENGTH OF TOUR/APPOINTMENT

IAW ANGI 36-101, paragraph 6.2.1., Initial tours will not exceed 6 years. Initial tours will have a probationary period of 3 years. Follow-on tour will not exceed six years and will not be extended beyond an enlisted Airman's Expiration Term of Service (ETS) or an Officer's Mandatory Separation date (MSD).

The publication of AGR orders by HRO will be the official appointment into the Delaware Air AGR program. **No commitment** will be made by the command to any applicant prior to the review of qualifications by the HRO and TAG approved appointment through the Officer Action Board (if applicable).

The Delaware National Guard is an equal opportunity employer and prohibits employment discrimination on the basis of race, color, and national origin as such all applications for this position will receive equal consideration.



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PVA #: 06-AF-16

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Closing Date: 22 May 2016

POSITION TITLE: Cyber Operations Specialist (17S)

ORGANIZATION LOCATION: 166th Network Warfare Squadron - Delaware Air National Guard

MAJOR DUTIES:

1. Performs cyberspace operations that protect and defend (or assess the capability to protect and defend) information and information systems by ensuring their availability, integrity, authentication, confidentiality, and non-repudiation. Provides for mission assurance of information systems by incorporating protection, detection, and reaction capabilities. Conducts risk and vulnerability assessments of DoD information systems to identify associated vulnerabilities, risks and protection needs. Operates in-garrison and deployed cyberspace weapon systems. Performs activities such as configuring and monitoring hardware and software for systems operation, processing and control of data flow, and client-server multi-user system support, including network management or administration. Specializes in one or more of the following tasks. (45%)

a. Evaluates and assesses vulnerabilities of customer network and application server hardware, operating systems, and peripheral network equipment such as routers, bridges, switches, attached cabling system, network interface cards, modems, multiplexers, and concentrators. Conducts evaluations to ensure compliance with applicable standards. Ensures system backups are performed to ensure expedient restoration of the database for the respective network equipment. Evaluates effectiveness of customer network perimeter and internal defenses.

b. Hunts for and illuminates advanced persistent threats in DOD Cyber systems and protects priority DOD missions for a specified duration. Detects, discovers and characterizes advanced adversary tradecraft. Monitors target systems/networks for unusual activity to identify and remove adversary activity that evade routine security measures on assigned cyber terrain.

c. Performs analysis and design of automated and manual systems related to the network. Provides data for intrusion detection analysis. Determines applicability of established methods. Provides technical advice to users. Examines and evaluates alternative means of satisfying user requirements. Suggests technically feasible approaches and makes recommendations regarding the most effective countermeasures.

d. Replicates tactics, techniques and procedures of specific cyber threats as appropriate to evaluate cyber defenses and prepare DOD defensive cyber operations. Assesses posture and processes from an outside perspective. Provides the ability to plan/conduct/enhance counter infiltration operations, mission protection operations, cyber readiness operations, cyber threat emulation operations and counter-measure development.

e. Conducts cyber key terrain analysis and mission-oriented mapping, identifying cyber dependencies in mission owner network. Develops courses of action for risk mitigation and mission defense and leads development of written plans which integrate team capabilities to provide these effects.



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f. Assesses and evaluates vulnerabilities and/or adversary activity in industrial control system (ICS) enclaves. Detects, characterizes, and resolves insecurities in ICS networks. Reviews and analyzes ICS network traffic, configurations, and operating procedures and provides recommendations to improve system security posture.

2. Prepares Unit Training Assembly, Annual Training and currency training events for Mission Ready Cyberspace Operators and is prepared for events in order to optimize training time available. Monitors assigned military members' go-no-go readiness status and ensures deficiencies are recognized. Works with scheduling section to provide opportunities for assigned members, to maintain full mission readiness. Ensures training for each event has been prepared and is ready. Coordinates with maintenance section to ensure all assigned equipment is in good working condition and ready for each training and mission event. (35%).

3. Consults with supervisors, Drill Status Guardsmen, specialists, vendors, and sister Cyberspace Operations Squadrons to procure and maintain training range devices and software that realistically emulate mission networks which are flexibly re-configurable to emulate as needed to prepare for Cyber Protection and Industrial Control System defense missions. Assists with oversight and maintenance of the squadron's digital offline training environment. (20%).

SIGNIFICANT FACTS:

Must be able to obtain and maintain a Top Secret/Special Compartmented Information (TS/SCI) eligible security clearance.

Must be able to certify IAW DOD 8570.01-M, Federal Information Security Management Act of 2002, Clinger Cohen Act of 1996 and current AF directives.

Minimum requirements are specified in the most recent 8570 PD template on the A3CC Page of the GKO Portal at <https://gkoportal.ng.mil/ang/A3/A3C/A3CC/Cyber%20ps%20Templates/Forms/Allitems.aspx>